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### JCS goal is \$217k

### 1999 CFC starts Monday

The 1999 Joint Staff Combined Federal Campaign starts Monday and runs through the end of October.

The DoD CFC kicked off today with a department-wide goal of \$9.9 million.

The campaign theme for the 1999 CFC is "It All Comes Back To You." It emphasizes that when employees give through CFC, rewards are felt throughout the community and services will continue to be available to federal workers, their families and neighbors. The theme also serves as a call to action, stressing the responsibility of each citizen to help others help themselves. "It All Comes Back to You," provides the message that there is indeed a thin line between any of us being a potential benefactor one day and perhaps a beneficiary the next," said Army Gen. Henry H. Shelton, Chairman of the Joint Chiefs of Staff, in a memo to the Joint Staff.

This year's JCS goal is \$217,000 and 100 percent contact of all Joint Staff members, said Air Force Lt. Col. Ashley Myers, CFC Campaign Manager. In 1998, Joint Staff members contributed \$219,968 exceeding the \$210,000 CFC goal. Those who contribute one to two percent of their base salaries are encouraged to wear their appropriate pins to promote the CFC campaign.

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#### On the cover

Attending families placed long-stem roses on the inscription at the empty crypt of the Vietnam Unknown during a POW/MIA ceremony Sept. 19. The words inscribed are "Honoring and Keeping Faith with America's Missing Servicemen." Photo by Jerome Howard. See related story on Page 8.

Established by the federal government in 1961, the CFC is the only authorized charitable fundraising campaign for federal employees, both civilian and military. Conducted by the federal government under the authority of the U.S. Office of Personnel Management, the CFC operates in more than 430 localities throughout the United States, Puerto Rico, the U.S. Virgin Islands, and in overseas military bases. CFC continues to be the largest workplace fundraising model in the world, raising over \$200 million in 1998 for thousands of local, national and international charitable agencies.

There are more than 2,800 service organizations listed in the CFC Catalog of Caring, to include military installation-based support services.

Donations through CFC can be designated to charitable agencies that provide meals for hungry children, relief for families in need of counseling, further work on cures for diseases, comfort for the dying, access to water in the Third World, environmental protection, and better lives and renewed hope for millions of people.



Photo by Tech. Sgt. Anne Proctor

The 1999 CFC players from left (front) around to right: Army Staff Sgt. Teddy Nixon, J-6 Assist. Capt.; Lt. Cmdr. Mike Fulkerson, J-8 Team Capt.; Army Lt. Col. Jimmy Wyrick, J-6 Team Capt.; Air Force Maj. Blaine Holt, J-4 Team Capt.; YN1 John Schley, J-5 Asst. Capt.; Air Force Lt. Col. Shane Ostrom, J-1 Team Capt.; Air Force Maj. Gen. John W. Brooks, CFC Vice Chairman for the Joint Staff; Dale Shaw, CFC Executive; Air Force Lt. Col. Ashely Myers, CFC Manager; Cmdr. Doug Denneny, J-3 Team Capt.; Army Maj. Paul Hurley, J-7 Team Capt.; CW5 Richard Ford, OCJCS/DOM Assist. Capt; Sgt. 1st Class Gerald Anderson, J-5 Team Capt.; and Air Force Capt. Laura Lenderman, CFC Co-manager.

### 1999 Combined Federal Campaign keyworkers

OCJCS/DOM	Section	Phone	J-3	Section	Phone
Lt Col John Kashishian	Team Captain	614-9234	CDR Doug Denneny	Team Captain	695-5781
Maj Edward Burbol	Asst Captain	695-3558	Lt Col Kevin Doyle	Asst Captain	614-3127
CW5 Richard Ford	Asst Captain	697-6650	SSgt Angela Clybourn	J3 Front Office	695-6031
SFC David Lamblin	OCJCS	697-9121	CPT John Lee	J33 Overall/JOD	695-1853
SSG Portia Lee	VCJCS	614-6193	LTC Marie Rigotti	J33 NOSD 3rd	697-9149
ENS Raymond Roach	ACJCS	695-4605		Deck (J-33A)	
YNC Douglas Wright	Special Assistant	697-3136	SFC Delano Miller	NOSD 2nd Deck & OTs	697-9099
Ms Mary Wahling	SJS/IMD	695-3675		(J-33A)	
SSG Barry Leming	SJS/AD	697-6650	YN1 Kenneth Cousan	CSOD (J-33A)	695-0367
SSG Rita Jennings	Legislative Affairs	614-1777	CPT Carter Bertone	SOD (J-33C)	697-2231
Lt Col Gregory Wilmoth	Historian	695-2114	Maj Pete Walton	J34 Overall	693-7509
SFC Kevin Holmes	Legal Counsel	697-1136	LCDR Pat Cleary	J34 Asst.	693-7520
CPT Thomas Artis	Public Affairs	695-7678	Maj Ed Palekas	J38 Overall	693-8192
TSgt Robert Angeli	Protocol	695-4115	MSgt Mario Hall	J38 Readiness	693-5487
TSgt Victor Calloway	JSSO	697-1559	Maj Mike McCarthy	J38 NAOC/Front Office	697-9129
MSG Charles Hollings	JSSSO	697-2956	SS <mark>G Don</mark> Dennis	J38 CND	695-1476
SFC Jackie Brown	JSSSO	697-8972	SSG Charlzetta Lardge	J38 NOD	695-7225
SFC Jerome Phillips	JSSSO	697-2249	Maj Darrel Slone	J39 Overall	697-2608
LCDR Steve Blaisdell	Comptroller	697-7835	SSgt Carol Wiggins	J39 Ops	693-4696
*J-2	Continu	Dhana	CTA3 Stacia Hatch	J39 Cap	695-3330
	Section	Phone	SFC Pam Keiling	J39 ISD	695-5080
YNC Condon Ruebel-Terry	Primary	692-8403	J-4	Section	Dhone
SFC Reginald Bethune	Alternate	695-6475			Phone
J-1	Section	Phone	Maj Blaine Holt	Team Captain/LRC	697-0744
Lt Col Shane Ostrom	Team Captain	697-3182	Maj Sheila Mason	LISD	697-2662
LCDR Rex Cobb	Asst Captain	697-3187	Col Cardell Richardson	ED	697-4443
Lt Col Shane Ostrom	JMD	697-3182	Cdr Terri Bandur-Duvall	RRD	697-6928
Capt Bob Noren	PRD	614-6486	Lt Col Naomi Manadier	ILED	693-5111
SSgt Daniel Matos	PSD	695-0475	Lt Col Michael Giroux	SMPD	695-3819
Lt Col Shane Ostrom	Front Office	697-3182	LCDR Laura Tillery	MRD	693-5104 next page



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#### Misperceptions about definitions

### Sexual harassment still a very real problem in DoD

By Army Staff Sgt. Kathleen T. Rhem American Forces Press Service

Service members listen to countless hours of training each year, participate in surveys, and discuss sexual harassment issues among themselves regularly. Yet sexual harassment is still a very real problem, said Air Force Capt. Eric Davis. Davis is an equal opportunity and sexual harassment command advisor with Office of the Secretary of Defense, Washington Headquarters Services here.

There are still misperceptions about what constitutes sexual harassment and how best to combat it within the military, he said.

"One of my biggest pet peeves is when I hear people make jokes and say things like, 'I can't wait to be sexually harassed," Davis said. "You can tell they just don't get it."

For conduct to meet the definition of sexual harassment, it must be unwanted, unsolicited and severe enough to create a hostile work environment, said Davis.

"If you want this type of conduct to happen to you, it's not unwelcomed, it's not unsolicited, therefore it's not illegal. It's just sexual conduct," "Regardless of whether we believe an employee is too sensitive or doesn't have a sense of humor, all that matters is whether the conduct was of a sexual nature, unwanted and unsolicited."

Capt. Eric Davis, EO & Sexual Harassment Command Advisor, OSD

he said.

Davis said it's a common misperception that all conduct of a sexual nature is illegal behavior. This creates several problems within the military. "You hear stories about commanders who set boundaries within their commands that any conduct of a sexual nature could ruin your career," Davis said. "That's not good leadership, and it's not what I would advise them if they had bothered to ask me.

So, had those leaders bothered to ask, what would Davis have told them? "You have to take all complaints seriously," Davis said. "But you want to set up a policy that deals with sexual harassment—we're talking about unwanted, unsolicited behavior that alters the condition of someone's employment—not sexuality or sexual conduct in general."

Davis said local policies that are stricter than

DoD intended create "a backlash of resentment toward females in a unit."

He said he often hears comments like, "We didn't have these problems before females were in our unit."

"The people who suffer most in a situation like this are the junior female unit members, who had nothing to do with the policy in the first place," Davis said.

Davis used the metaphor of a pendulum. "You don't want the pendulum to swing so liberally that we're accusing everybody of sexual harassment. That's not the intent of the law," he said. "On the other hand, we don't want the pendulum to swing so far the other way that people in authority are not held accountable for their behavior. We're trying to get that pendulum to stop somewhere in the

middle."

Davis said leaders must also work hard to avoid the "trap of looking within themselves for the standard." Everyone has their own opinions about sexual harassment based on their own experiences; the challenge for managers is to not let personal biases cloud their judgment.

"Regardless of whether we believe an employee is too sensitive or doesn't have a sense of humor, all that matters is whether the conduct was of a sexual nature, unwanted and unsolicited," he said. "The thing to do is model, enforce and live by the standard of zero tolerance set by the Department of Defense."

When conducting training on sexual harassment issues, Davis said, he often encounters people who think many harassment complaints are frivolous, made by people who are too sensitive or don't have the backbone to stand up for themselves. But this simply isn't true, he said.

"The incidents that do get reported are way outside what anyone should have to tolerate at work," he said.

Far from filing too many frivolous suits, Davis said he believes more people tolerate behavior they don't have to because it's the path of least resistance.

"Most people vote with their feet," he said. They will seek work elsewhere. In other cases,

# Sexual harassment awareness and prevention class offered

The Office of the Secretary of Defense/Washington Headquarters Services, Equal Employment Opportunity Programs Division sponsors a Sexual Harassment Awareness and Prevention class Oct. 21 from 1 to 3 p.m. This workshop is open to all OSD/WHS employees, military and civilian, and organizations serviced by WHS.

Using a variety of innovative approaches, the workshop explores different communication strategies to help participants interact more effectively with others in the workplace.

The workshop is in Training Room A, 14th floor, Rosslyn Plaza North, 1777 North Kent St., Arlington, Va. Rosslyn Plaza is easily accessible using the metro-rail system of the Pentagon shuttle bus Route 21A, B and C. The workshop begins promptly at 1 p.m.; however, 12:30 p.m. is the suggested arrival time.

Enrollment is on a first-come-first-served basis and seating is limited. For more information, or to enroll, call Air Force Capt. Eric Davis or Henry Bourgeois at (703) 588-0451.

those being sexually harassed often will walk the long way around an office or will begin taking more days off. "Work really suffers because of it."

Perhaps the most common misperception is that sexual harassment is about sex. Davis pointed out that's rarely the case. "It's about power," he said, "and there are many different types of power.

"The power issue is clear when there's a difference in rank. If you are in a position to evaluate someone else's work, obviously you have power over them," he said. "Beyond that there's the power of the majority. Just being more popular or having more people agree with you gives you more power. I think people put up with a lot of behavior they find offensive but feel inhibited to do something about it because it's not a popular move to be a whistle-blower."

Davis pointed out that the military is only 16 percent women. "That in itself means nothing, but you can see where females in uniform might feel intimidated," he said.

### "Honoring and **Keeping Faith** with America's **Missing** Servicemen"

**By Jim Garamone American Forces Press Service** 

leven long-stem yellow roses provided exclamation points at the end of the phrase "Honoring and Keeping Faith with America's Missing Servicemen."

Those words are now inscribed on the empty crypt of the Vietnam Unknown at the Tomb of the Unknowns, Arlington Cemetery. Defense Secretary William S. Cohen presided over the Sept. 19 ceremony that featured remarks by Georgia Senator and combat-wounded Vietnam Veteran Max Cleland. The ceremony also featured a flyover of Vietnam era "Huey" helicopters. The unique sound of the choppers brought a remote war, close.



Photo by Jerome Howard

For Cohen POW/MIA Day was the right time to dedicate the inscription on the now empty crypt. "The words that now grace the Vietnam Tomb, ... are carved in stone," he said. "Their permanence—like our remembrance of America's fallen soldiers, sailors, airmen and Marines—will be a measure of this nation's profound reverence and respect. And those words will always remain, eloquent in the clarity of their purpose, enduring by the dignity of their provenance."

The ceremony culminated a chain of events started in May 11, 1972. Air Force 1st Lt. Michael J. Blassie was flying a combat mission over South Vietnam when his A-37 was shot. down. Officials listed the remains as "believed to be" Blassie, but there were no tests to prove it.

By the late 1970s, officials at the Central Identification Laboratory in Hawaii determined they were unlikely to ever be able to identify the remains. They reclassified the remains as "un-

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known."

In 1983, officials selected the remains to be buried in the crypt reserved for the Vietnam Unknown. On Veterans' Day 1984, President Reagan officiated over the ceremony placing the remains in the crypt. At the time, it was thought the remains would be truly "known but to God."

But that wasn't the case. By the mid1990s, a new technology called mitochondrial
DNA could identify remains. DoD forensic
scientists now routinely use the test to help
determine identities of remains brought back
from Southeast Asia and Korea. The test is not
infallible, officials said, but a match lends credence to an identification because mitochondrial
DNA is inherited only from mothers and doesn't
change through the generations. The betterknown genomic DNA is a random blend of
millions of genes inherited from both parents. The
family of Lieutenant Blassie, led by his sister Pat,
petitioned DoD to disinter the remains and
subject them to testing.

On May 14, 1998, DoD disinterred the remains in the crypt of the Vietnam Unknown and turned them over to the Central Identification Laboratory for tests. During the disinterment ceremony Cohen said he disturbed "this hallowed ground with deep reluctance." But, "if advances in technology can ease the lingering anguish of



Left, Chairman of the Joint Chiefs of Staff Army Gen. Henry Shelton, the Army's Military District of Washington Commander Maj. Gen. Robert R. Ivany, Defense Secretary William S. Cohen and Georgia Sen. Max Cleland salute the flag during the POW/MIA recognition ceremony at Arlington National Cemetery. Photo by Jerome Howard

even one family, then our path is clear."

On June 30, 1998, DoD spokesman Ken Bacon announced the remains were indeed those of 1st Lt. Michael J. Blassie. They were turned over to the family for burial near St. Louis.

The successful identification of Blassie's remains raised the issue of what to do with the Vietnam Unknown crypt. Using mitochondrial DNA and other identification techniques, officials now fully expect to identify all remains from Vietnam.

In February 1998, DoD announced it would not place another body in the crypt.

Instead, officials announced they would carve the inscription on the cover, thus highlighting America's commitment to account for all those missing in action.

With service members placing blood into a DNA registry, the chances of having another unknown are extremely small. "Science helped ease the sorrow and suffering of a family and return their son to his rightful place, and science may one day help ease the weight of grief of those who wait and wonder," Cohen said during the inscription dedication. "But science cannot succeed without faith and without dedication."



### **Eagle lands in concourse**

A bird handler from National Foundation to Protect America's Eagles (right), sits in the Pentagon concourse with Challenger, an 11-year-old Bald Eagle during an information campaign for Pentagon employees. The eagle was rescued from an accident, healed and though he is fully-flighted remains with his handlers. He now serves as the star of the foundation's information program.



#### **News briefs**

# NCR Navy birthday bash

The 1999 National Capital Region Navy Birthday Celebration is Oct. 9 at the Crystal Gateway Marriott, 1700 Jefferson Davis Hwy., Arlington, Va. Cocktails are at 6 p.m. Uniform for grades O-4 and above is the dinner dress white jacket, for grades O-3 and below the service dress white, and equivalent for civilians. Tickets are \$40 for general officers and SES; \$30 for grades O-1 to O-6 and civilian grades GS-10 to GS-15; and \$20 for grades E-1 to E-9 and civilian grades GS-1 to GS-9. For more information, call Lt. j.g. Will Martin at (202) 433-3863.

# **Enlisted encounter** with senior leaders

Gen. Michael E. Ryan, Air Force Chief of Staff will be the guest speaker at the next Enlisted Encounter with Senior Leaders Oct. 8 at 2 p.m. in the Pentagon auditorium, Room 5A1070. The event is open to all enlisted personnel from all services. For more information, call Senior Master Sgt. Tammy Flavin at (703) 697-9225.

### JS enlisted council meets

The Joint Staff Enlisted Council October meeting is scheduled for Oct. 7 from 10:30 to 11:30 a.m. in Room 2E1010. The JSEC is seeking increased participation and ideas for the upcoming holiday season. If you can't attend, send your ideas to Petty Officer 3rd Class Stacia Hatch by e-mail or phone at 695-3330, or Chief Petty Officer Doug Wright at 695-6375.

# TRICARE info available on web

TRICARE News and other in-

formation about military health care can be found on-line at the Department of Defense's Military Health System Website at www.tricare.osd.mil.

## Ducks unlimited hosts banquet

The Pentagon/Springfield Chapter of Ducks Unlimited hosts its annual dinner auction. Ducks Unlimited is the worlds largest wetland and wild-life conservation organization. The dinner auctions DU prints, statues, clothing, and furniture to raise money for the organization. In turn, DU uses the funds to buy land or restore wetlands for waterfowl, birds, and animal habitat.

The banquet is Oct. 2 at the Williams Hall Volunteer Fire Department, 4801 University Dr., Fairfax. Doors open at 6 p.m., dinner at 7 p.m., and the auction starts at 8 p.m. Tickets are \$60 each, which includes \$25 DU

membership fee, or \$90 a couple.

For more information or to make reservations, call Air Force Lt. Col. Dave Elwing at 614-9764, or Dale Savell at 693-4610.

### **Tutoring program** needs volunteers

The Joint Staff World Kids Tutoring/Mentoring Program still needs volunteers for this year's program tentatively planned to start Oct. 12.

The program involves students in grades 3 to 5 from Martin Luther King Elementary School in Washington D.C.

Students are bussed to the Pentagon Tuesdays from 11:30 a.m. to 12:30 p.m. to meet with assigned Joint Staff tutors. The program is open to all services and ranks, to include civilians.

For more information or an application, call Chief Petty Officer Doug Wright at 695-6375.

### J-Scope feedback

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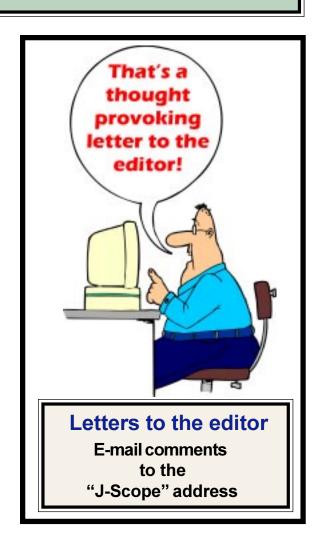




Photo by Senior Master Sgt. Rick Haney

#### Impact award

Army Maj. Gen. George Close, Director for J-7 Operational Plans and Interoperability (left), presents the Joint Service Commendation Medal to Marine Lt. Col. James Sasser, J-7 Joint Exercise and Training Division, during a director's call Sept. 17. The decoration was an impact award.



Courtesy photo

#### **Promotion**

Air Force Maj. Gen. Robert McIntosh, Assistant to the Chairman for Reserve Matters (left), promotes Marine Maj. Andrew Fink, Strategic Planner, ACJCS National Guard and Reserve Matters, to the grade of lieutenant colonel during a ceremony Sept. 7. Fink's wife helped pin on the rank. His guests included Army Maj. Gen. Michael Davidson, ACJCS for National Guard Matters.

#### J-Scope Classified Ads

are available without regard to race, color, religion, sex, national origin, age, marital status, or any other nonmerit factor of the user or patron. Classifieds are printed in this publication in accordance with DoD Instruction 5120.4.

#### **Submitting Classified Ads**

Joint Staff active duty and civilian personnel are eligible to advertise a one-time sale of personal items, no longer than 20 words in length.

Only one submission is allowed per family per week and should include sponsor's name, duty section, duty and home phone number. The ads only include a person's home phone number.

Please indicate what section the ad should be in -- autos or boats for sale, miscellaneous, yard or garage sale, car pool, houses for sale, or roommate wanted. Send ad submissions via Email to the "J-Scope" address by 4:30 p.m. Tuesday each week, or drop off at Public Affairs, Room 2E839. Ads will run only once and must be renewed by E-mail each week.

### **Miscellaneous**

**Comedy show.** Two tickets for the "Kings of Comedy" show at the MCI Center, Oct. 3 at 7 p.m. Seats are located in section 108, seats 13 and 14. Asking \$89. Call (703) 820-2208.

**Naval prints.** Four high-quality prints by Tom Freeman, matted and framed: USS Iowa, USS Theodore Roosevelt, USS Arleigh Burke, and USS O.H. Perry. Asking \$60 each or \$200 for all four. Call (703) 769-7681.

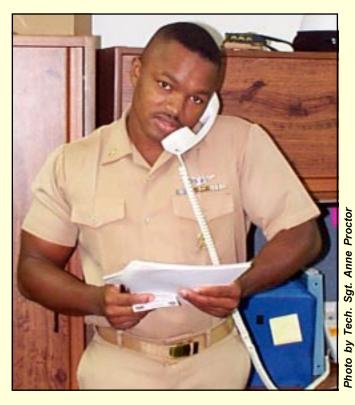
**Washer and dryer.** Full size, very good condition, \$300, price negotiable. Call (703) 239-2948.

**Piano.** Yamaha Clavinova digital piano with cover. Less than 2 years old, maintenance free, \$1,200. Price negotiable. Call 644-3145.

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# Spotlight



Name: Chief Petty Officer James Harrell

**Organization:** J-1 Personnel Services Division

**Duty title:** Navy/Marine Corps Personnel Specialist

Time in service: 14 years Hometown: Lexa, Ark.

Family: Wife, Christine; and daughter, Robyn

**Hobbies:** Running and weight lifting

Most embarrassing moment: Walking to my car in north parking with my black Navy V-neck sweater on backwards and being spotted

Favorite duty station: CINCUSNAVEUR, London,

**United Kingdom** 

Career Highlights: Being selected as a chief petty

officer in the U.S. Navy

Each directorate of the Joint Staff has one or more individuals assigned the additional duty of Unit Public Affairs Representative or UPAR. The UPAR's job is to help tell the story for that organization by reporting news about unit and individual activities and achievements to the J-Scope. UPARs also process Hometown News Release forms, assist with publicity for special events, and identify story ideas for future publication.

Contact your assigned UPAR if you have a story to tell, have won an award, been promoted, or need to publicize a special event.

### **UPAR** quick reference list

<u>Unit</u>	<u>Name</u>	<u>Phone</u>
DOM	Air Force Master Sgt. Eric M. Harrell	695-2000
J-1	Army Lt. Col. Kerry C. Allen	697-9644
J-2	Air Force Tech. Sgt. Michael Saultzman	697-9773
J-3	Army Sgt. 1st Class Paula E. Davis	695-8116
J-4	Air Force Master Sgt. Mike Martin	614-1774
J-5	Army Lt. Col. C.T. Taylor	697-3794
J-6	Air Force Master Sgt. Vincent R. Johnson	695-7879
J-7	Air Force Senior Master Sgt. Rick Haney	695-7920
J-8	Air Force Master Sgt. Kerry G. Dugue	695-5632

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#### **Editorial Staff**

Managing Editor

Maj. Larry Cox

Editor

Tech. Sgt. Anne M. Proctor

Graphics

Army Visual Information Center Joint Visual Information Services

Internet: http://www.dtic.mil/jcs/

# outside the Beltway

### Shinseki travels to Camp Casey, Korea

Gen. Eric K. Shinseki,
Chief of Staff, United
States Army (far right),
presented a 2nd Infantry
Division soldier with a
coin during his visit to the
Korean Training Center at
Camp Casey on Sept. 4.
Shinseki spent the day
visiting with troops
throughout the peninsula.
This was Gen. Shinseki's
first visit to Korea as the
34th Army Chief of Staff.



#### Photo by Spec. Sharon Grey